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REPORT OF THE 1987 SALARY SURVEY

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INTRODUCTION

Salaries in Psychology 1987 is the fifth in a series of reports issued by APA on the salaries of psychologists. This effort was initiated in 1981 in response to the multitude of requests from members, employers, students, and other groups for current national salary data. In this report, selected summary statistics are presented for current salaries of APA members working full time in a variety of settings and positions. Information is presented separately for specific positions (e.g., faculty or direct human services) and, where there are sufficient numbers of responses ($N \geq 10$), for individual employment settings within a position. In addition, information is presented for salaries of doctoral-level respondents by position and region.

The data represent: (1) salaries for individuals who are employed full time (at least 35 hours per week) in salaried positions; (2) net income (i.e. income after deducting office expenses) for self-employed individuals who are working full time (at least 35 hours per week); and (3) net income for individuals who are employed full-time (at least 31 hours per week) in independent practice. The data do not depict total income inasmuch as many psychologists have additional sources of income from other professional activities.

Method

The 1987 Salary Survey was mailed in June, 1987 to a sample of 19,970 U.S. resident APA members who had reported full-time employment in a previous APA survey. Individuals were eligible for inclusion in the sample if they had indicated full-time employment on the 1985 APA Directory Survey, were under 65 years of age, and were U.S. residents. The Directory Survey, conducted every four years, was designed to gather biographical and other information on APA members.

A one-page questionnaire (see Appendix A) requested the following information from respondents who indicated full-time employment: current major field; highest degree; year of highest degree; total years of work experience; employment setting; type of position; full-time salary or net income; period for this salary (i.e., 9-10-month or 11-12-month basis); licensure or certification; zip code of employment setting; and sex. A postage-paid, addressed envelope was provided. The survey was anonymous, and there was no follow-up mailing to non-respondents.

A total of 11,173 (56%) surveys were returned. Of these, 902 individuals indicated that they were currently not employed full-time, an additional 634 failed to provide information on salary/net income, position, employment setting, and/or highest degree. These 1,536 individuals were excluded from further analyses. The data in this report are based on a total of 10,195 responses or 51% of the sample.

Comparisons of respondent characteristics with those for the entire membership are presented in Appendix C and revealed few differences. Respondents did tend more often to hold the doctoral degree and to be licensed or certified.

Organization of The Report

The report is divided into 13 sections, each presenting salary data for a specific type of position. The sections are as follows:

1. Faculty Positions
2. Educational Administration
3. Research Positions
4. Administration of Research
5. Direct Human Services Positions
6. Administration of Human Services
7. Applied Psychology (Industrial-organizational Psychology)
8. Applied Psychology (Other Psychology)
9. Administration of Applied Psychology
10. Other Administrative Positions
11. Master's-level Positions
12. Salaries for Selected Positions, Regions, and Cities

In a change from the 1985 survey, salaries for "Direct Human Services" are not presented separately by major specialty area (e.g., clinical or counseling psychology). Rather, they have been combined, given the lack of marked differences across the various subfields. Further, doctoral-level salaries in the tables and figures in Section 5 ("Direct Human Services Positions") are those of licensed psychologists. Salaries for "Applied Psychology Positions" are presented separately for industrial-organizational psychology and other psychology (Sections 7 and 8). Finally, we have combined all master's-level information into one section in this report (Section 11) due to the small number of respondents.

For both doctoral- and master's-level respondents, the data are reported separately for each position. For faculty positions (Section 1), the salary data are broken down according to academic rank. For all other types of positions (Sections 2 through 10), the salary data are broken down by years of work experience: 0-1 year; 2-4 years; 5-9 years; 10-14 years; 15-19 years; 20-24 years; 25-29 years; and 30 years or more. The number of respondents in the "0-1 year" category is too small to report detailed information, primarily because many respondents do not join APA until a year or two after they receive their degree. Information on starting salaries of recent psychology doctorate recipients is available each year in APA's Doctorate Employment Survey (e.g., Pion, Bramblett, & Wicherski, 1987).

Each section contains a brief description of the type of position. The first figure in each section gives frequency distributions and summary statistics for salaries of doctoral-level respondents. The summary statistics include percentiles, median, mean, and standard deviation. No statistics are given when the Ns are less than 10.

Where there are a sufficient number of respondents ($N \geq 10$), summary statistics are presented for specific employment settings for a particular position. (See Appendix A for a complete listing of these settings in the survey instrument.) In these cases, the tables in each section present summary statistics for doctoral-level respondents employed in specific settings. The summary statistics for employment settings also are presented according to academic rank or years of work experience, and include the

median, the 25th and 75th percentiles (Q1 and Q3), mean, and standard deviation.

Respondents reported 11-12-month salaries for most positions, and they are presented in this manner. The one exception to this rule is "Faculty Positions" (Section 1), where respondents provided 9-10-month salaries.

Caveats

Readers should be aware of the possible sources of error when using the information from this report. First, eligibility for inclusion in the sample for the 1987 Salary Survey was based on information reported by current APA members in the 1985 APA Directory Survey, along with data on new members who had joined the Association since the Directory survey was conducted. The primary criterion for selection was full-time employment; however, not all APA members provided this information. In addition, for the majority of respondents, the data were gathered 3 years previously, and people may have changed jobs in the interim. Thus, some degree of non-sampling error may exist. Further, given that the 1987 Salary Survey was anonymous, the degree of non-respondent bias (i.e., whether those who did not respond differ greatly from those who responded) cannot be determined.

The number of respondents in some categories is very small, and the statistics reported should be interpreted with caution. This has been and continues to be particularly true for salaries of master's-level respondents.

The salary data in this report are nation-wide. For locations where the cost of living differs significantly from the national average, the average salaries would be expected to vary accordingly. Section 12 presents information on salaries by region and by selected cities.

1. FACULTY POSITIONS

Faculty positions constitute the second largest category of respondents to the 1987 Salary Survey. Primary responsibilities of these positions include teaching, research, and serving as chair of a department. The majority of faculty respondents to the Salary Survey have earned their doctorate.

At the doctoral level, the largest percentage (25%) of faculty are in clinical psychology. The distribution of other major subfields are counseling psychology (10%); developmental psychology (10%); social psychology (9%); educational psychology (7%); experimental psychology (7%); and industrial-organizational psychology (5%).

Frequency distributions and summary statistics are presented for 2,500 doctoral-level faculty respondents in Figure 1. Information on master's-level faculty is presented in Section 11. As can be seen, these data are reported by academic rank: full professor; associate professor; assistant professor.

Table 1 presents information for faculty in specific employment settings. More than two thirds (69%) of the doctoral-level faculty respondents are employed in university settings. Forty-five percent are in university psychology departments, 12% are in university education departments, and 8% are in other university departments. Twelve percent each of doctoral-level faculty are in four-year psychology departments and in medical school settings. Other settings in which faculty are employed include university business schools and two-year colleges.

Faculty salaries are typically paid on a 9-10-month basis, and the data in the following tables are presented in this manner. A few settings where faculty salaries are paid on an 11-12-month basis are university counseling centers, university research centers or institutes, medical schools, and professional schools. The 9-10-month salaries reported in Table 1 for these settings can be converted to their 11-12-month equivalents by multiplying by 11/9.

The median 9-10-month salary is $36,818 for doctoral-level faculty. More extensive data, including breakdowns by years in rank, type of institution (e.g., public vs. private), and geographic region are available from the report 1987-1988 Salaries in Graduate Departments of Psychology, co-sponsored by APA and the Council of Graduate Departments of Psychology. (Pion, Wicherski, & Kohout, 1988).

FIGURE 1

FACULTY POSITIONS -- DOCTORAL LEVEL

9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank
$100,000 or more	1				
$ 90,000 to $ 99,000	4				
$ 80,000 to $ 89,000	9	1			
$ 70,000 to $ 79,000	38	5			
$ 60,000 to $ 69,000	82	6	1		2
$ 59,000	18	1			
58,000	14	1			
57,000	16	3			1
56,000	22	1	1		
55,000	22	2			
$ 54,000	25	2			
53,000	8	3			
52,000	29	2	1		
51,000	27	4	2	1	
50,000	42	4			1
$ 49,000	50	4	2		
48,000	40	5			
47,000	35	9	2	1	2
46,000	36	7		1	
45,000	65	15	2		
$ 44,000	38	10	1		1
43,000	52	16	4		
42,000	39	14	3		
41,000	53	23	3	1	2
40,000	64	21			1
$ 39,000	48	31	1		1
38,000	37	36	2		
37,000	37	30	7		2
36,000	27	36	5		
35,000	36	46	13	1	1
$ 34,000	40	50	13		1
33,000	25	58	17		
32,000	18	46	14	1	1
31,000	19	32	20	1	1
30,000	22	48	42	3	
$ 29,000	9	41	40	2	3
28,000	6	32	35	1	2
27,000	9	26	41	2	1
26,000	6	27	43	1	
25,000	5	21	56	2	1
$ 24,000	3	15	36		
23,000		16	27		1
22,000		6	24	2	
21,000	1	2	16	4	
20,000		8	10	4	2
$ 19,000		1	3		
18,000		2	2		
17,000			2		
16,000		1			
15,000					
$ 14,000				1	
13,000					
12,000					
11,000					1
10,000					
N	1,181	770	491	29	29
90%	60,436	44,182	35,000	46,000	57,000
75%	51,000	38,455	30,273	30,636	42,545
Median - 50%	44,182	33,545	27,000	27,000	34,364
25%	38,455	29,455	24,545	21,000	27,409
10%	33,000	26,000	22,018	19,679	19,636
Mean	45,939	34,622	28,103	27,991	35,724
S.D.	11,402	8,229	5,771	8,857	13,026
9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank

Academic Rank

TABLE 1

FACULTY POSITIONS
DOCTORAL-LEVEL, 9-10-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	RANK	MEDIAN	Q1	Q3	MEAN	S.D.	N
UNIVERSITY PSYCHOLOGY DEPARTMENT							
	FULL PROFESSOR	45,000	39,273	52,000	46,771	11,386	587
	ASSOCIATE PROFESSOR	33,000	30,000	37,000	33,786	6,119	335
	ASSISTANT PROFESSOR	27,000	24,000	29,000	27,060	4,725	204
UNIVERSITY EDUCATION DEPARTMENT							
	FULL PROFESSOR	43,000	37,000	50,000	43,722	8,610	157
	ASSOCIATE PROFESSOR	33,000	30,000	38,000	33,916	6,022	90
	ASSISTANT PROFESSOR	26,000	24,545	30,000	27,192	4,344	45
UNIVERSITY BUSINESS SCHOOL/DEPARTMENT							
	FULL PROFESSOR	54,000	44,000	65,636	56,006	13,595	29
	ASSOCIATE PROFESSOR	41,000	36,818	46,000	42,154	8,131	39
	ASSISTANT PROFESSOR	35,000	29,659	36,000	34,686	5,835	20
UNIVERSITY, OTHER ACADEMIC DEPARTMENT							
	FULL PROFESSOR	48,000	40,295	55,909	49,141	12,512	96
	ASSOCIATE PROFESSOR	33,000	29,000	39,273	34,176	6,501	59
	ASSISTANT PROFESSOR	26,000	22,909	28,656	25,862	3,999	27
OTHER UNIVERSITY SETTING							
	FULL PROFESSOR	45,000	39,000	48,000	45,826	9,153	11
FOUR-YEAR PSYCHOLOGY DEPARTMENT							
	FULL PROFESSOR	39,000	33,000	45,000	39,341	9,051	129
	ASSOCIATE PROFESSOR	29,000	25,000	32,932	28,925	5,409	112
	ASSISTANT PROFESSOR	25,000	22,000	29,000	25,752	4,673	59
TWO-YEAR COLLEGE							
	FULL PROFESSOR	40,000	34,000	44,000	39,331	6,665	45
	ASSOCIATE PROFESSOR	32,500	24,886	39,500	32,245	7,770	10

CONTINUED

TABLE 1 (CONTINUED)

FACULTY POSITIONS
DOCTORAL-LEVEL, 9-10-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	RANK	MEDIAN	Q1	Q3	MEAN	S.D.	N
MEDICAL SCHOOL, PSYCHIATRY DEPARTMENT*							
	FULL PROFESSOR	54,000	45,000	64,636	55,011	12,057	51
	ASSOCIATE PROFESSOR	42,545	36,000	54,000	46,324	14,327	55
	ASSISTANT PROFESSOR	31,091	26,182	34,364	31,620	6,907	65
MEDICAL SCHOOL, OTHER DEPARTMENT*							
	FULL PROFESSOR	51,955	43,977	58,500	52,732	11,357	20
	ASSOCIATE PROFESSOR	42,545	36,000	45,818	42,889	10,784	31
	ASSISTANT PROFESSOR	29,455	25,977	32,932	30,574	6,847	38

*Salaries in these settings are often paid on an 11-12-month basis rather than on a 9-10-month basis as reported here. The statistics may be converted to their 11-12-month equivalents by multiplying by 11/9.

2. EDUCATIONAL ADMINISTRATION

Educational administration refers to college or university administrative positions (e.g., president, provost, or dean), although these individuals also may hold a faculty appointment. Department chairs, however, are excluded from this category. In addition, these positions include school district superintendents or other administrative positions related to education. Figure 2 presents salary data for 163 doctoral-level respondents. The data in this section, as in all subsequent sections of this report, are broken down by total years of work experience.

The most frequently reported subfields in psychology for doctoral-level respondents are educational psychology (18%), counseling psychology (12%), school psychology (12%), clinical psychology (9%), and industrial-organizational psychology (6%). Other fields mentioned were experimental psychology, social psychology, psychometrics, developmental psychology. Interestingly, fields other than psychology (e.g., education) were mentioned by 21% of the respondents.

Doctoral-level respondents are most likely to be employed in university administrative units (39%), school system district offices (15%), university departments other than psychology, business, or education (5%), four-year college administrative units (5%), and university psychology departments, university counseling centers, and two-year colleges (4% each).

For educational administration, the median 11-12-month salary for doctoral-level respondents is $51,000.

FIGURE 2

EDUCATIONAL ADMINISTRATION -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more								
$100,000 to $149,00						1		1
$ 90,000 to $ 99,000						1		2
$ 80,000 to $ 89,000				2		1	2	7
$ 70,000 to $ 79,000				1	1	2	1	3
$ 60,000 to $ 69,000			2	3	7	3	2	8
$ 59,000			1	1	2			
58,000				1				
57,000				1	1	1		1
56,000			1				1	
55,000				1	1	1	1	1
$ 54,000					2	2		
53,000		1	1		1	1	2	
52,000			1		2			1
51,000				3	3			
50,000			2	3	2	2		1
$ 49,000			1	1		3	1	
48,000				1	1			
47,000					2			
46,000					2	1		
45,000			1		1		2	
$ 44,000				2		1		1
43,000	1		1	6	1	1		
42,000			1	1				
41,000					1			
40,000			1	1	1	2		
$ 39,000			1					
38,000					1			
37,000			1		3	1		
36,000		1	2	1		1	1	
35,000				3	1	1		
$ 34,000				1	1			
33,000			1				1	
32,000								
31,000			1	1				
30,000								
$ 29,000						1		
28,000				1				
27,000					1			
26,000								
25,000								
$ 24,000							1	
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	1	2	19	35	38	27	15	26
90%			63,000	67,000	64,100	86,000	82,600	96,000
75%			53,000	57,000	59,000	65,000	66,000	85,000
Median - 50%			45,222	48,000	51,000	50,000	53,000	70,000
25%			37,000	42,000	42,500	43,000	45,000	60,750
10%			33,000	34,600	36,500	35,800	29,400	51,400
Mean			46,158	49,079	50,199	55,436	55,000	72,962
S.D.			9,887	13,164	10,411	18,479	17,776	15,989
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 2

EDUCATIONAL ADMINISTRATION
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
UNIVERSITY ADMINISTRATIVE OFFICE							
	10-14 YEARS	51,000	39,000	61,500	53,308	17,423	13
	15-19 YEARS	52,500	46,750	59,250	53,286	6,955	14
	20-24 YEARS	63,667	39,250	79,000	61,233	19,528	10
	30 YEARS +	78,500	67,000	85,000	75,917	14,431	12

3. RESEARCH POSITIONS

Activities associated with conducting basic or applied research in any field are encompassed by research positions. Included are non-faculty research positions in academic settings, employment as an investigator in a laboratory or research institute, and research positions in private industry. There were 284 doctoral-level respondents working in research positions. Salary information is presented in Figure 3.

As was true of past surveys, those employed in research positions represent many different subfields of psychology. For individuals at the doctoral level, the most frequently reported subfields are social psychology (15%), clinical (10%), experimental psychology (10%), educational psychology (8%), industrial-organizational psychology (7%), cognitive psychology (6%), and engineering psychology (6%). Other fields in psychology (10%) represents a heterogeneous group of specialties such as health psychology, psychology and the law, and neuropsychology. Fields other than psychology were reported by 8% of the repondents.

The range of employment settings also is large. At the doctoral-level, almost 25% reported that they are employed in a private research organization or laboratory. Sixteen percent are working in government research organizations or laboratories, and 11% are in university research centers. Other settings include business or industry (6%), medical school psychiatry departments (6%), university psychology departments (5%), and other non-profit settings (3%). Respondents also mentioned that they were employed in federal government agencies, consulting firms, medical schools, or state government agencies, or that they were self-employed.

For research positions, the median 11-12-month salary is $43,000 for doctoral-level respondents.

FIGURE 3

RESEARCH POSITIONS -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more								
$100,000 to $149,000								
$ 90,000 to $ 99,000					1		1	
$ 80,000 to $ 89,000				1		1		
$ 70,000 to $ 79,000					6	3	1	3
$ 60,000 to $ 69,000			1	3	5	4	5	4
$ 59,000							2	
58,000			1	1				
57,000						1	1	
56,000							1	
55,000			1		1	1	1	
$ 54,000				1	1			
53,000				1	1			
52,000			1	3				
51,000					2			
50,000		2	1	1	2	1		
$ 49,000		1		1	1			3
48,000		1		3	2	4		
47,000		1					1	
46,000			2	3	2			
45,000		1	1	5		2		
$ 44,000		1	2	2	1			
43,000		1	2	3		1		
42,000		1	4	2	1			
41,000			5	1				
40,000			4	3				
$ 39,000		1	1					
38,000		1	1	2	1			
37,000		1	1		1			
36,000		1	3	1				
35,000		3	1	1	1	1		
$ 34,000		1	3	3				
33,000		5	1	1		1		
32,000	1	5	3					
31,000	1	1	2					
30,000		1	3	1	1			1
$ 29,000		2	3					
28,000		3	1	1				
27,000		1	1		1			
26,000		3						
25,000		2	2					
$ 24,000		1						
23,000	1							
22,000		3	1					
21,000		1						
20,000			1					
$ 19,000								
18,000		1						
17,000		1						
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	3	47	55	44	31	20	13	11
90%		47,200	47,600	59,500	74,400	78,600	84,200	74,600
75%		37,000	42,000	49,750	68,000	66,500	66,000	72,000
Median - 50%		32,000	38,000	45,000	51,000	52,500	63,000	63,000
25%		26,000	31,000	40,000	46,000	45,750	56,500	49,000
10%		22,000	27,600	34,000	35,400	35,800	50,200	33,800
Mean		32,678	37,630	45,545	55,190	55,850	63,154	59,000
S.D.		8,466	8,417	10,310	15,365	13,914	10,892	13,565
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 3

RESEARCH POSITIONS
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
PRIVATE RESEARCH ORGANIZATION/LAB							
	2-4 YEARS	35,000	30,000	44,000	36,133	7,386	15
	10-14 YEARS	48,000	45,000	58,000	52,455	4,053	11
	15-19 YEARS	66,500	51,000	72,750	64,786	13,492	14

4. ADMINISTRATION OF RESEARCH

Research administrative positions involve the management or administration of a research organization or program. Although individuals employed in these positions may be involved in research design, data collection and data analysis, their primary responsibility is managing research, including the supervision of research personnel. There were 173 doctoral-level respondents who described their position as administration of research. Their salaries are presented in Figure 4.

Individuals employed in the administration of research may be from any subfield of psychology. Frequently reported major subfields are industrial-organizational psychology (12%), educational psychology (8%), experimental psychology (8%), clinical psychology (6%), engineering psychology (6%), social psychology (6%), and psychometrics (5%). As was true in 1985, the largest proportion of 1987 doctoral respondents indicated the category "other subfield in psychology" (16%). Twelve percent of the respondents reported that they were working in fields other than psychology.

These individuals also are employed in a wide variety of settings, including government research organizations or labs (21%), private research organizations or labs (13%), business or industry (13%), university research centers (9%), and consulting firms (6%). Additional settings include other non-profit organizations, medical schools, types of state government agencies, school system district offices, federal government agencies, and Veterans Administration hospitals.

For positions described as the administration of research, the median 11-12-month salary for doctoral-level respondents is $52,000.

FIGURE 4

RESEARCH ADMINISTRATION -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more							1	
$100,000 to $149,000				1	1			3
$ 90,000 to $ 99,000				1			1	1
$ 80,000 to $ 89,000				1		1	2	
$ 70,000 to $ 79,000				4	5	1	1	4
$ 60,000 to $ 69,000			3	2	8	4	1	6
$ 59,000						1		1
58,000								
57,000				1	1			
56,000					1			
55,000				2	1	1		
$ 54,000					1			
53,000			1	2				
52,000			1	1	1	1		
51,000				1				1
50,000			2	1	1	2		2
$ 49,000				2				
48,000				2				
47,000						1		
46,000				1	2	1		1
45,000		1		3	1			
$ 44,000						1		
43,000			2	1				
42,000			3		1			
41,000			1		1			
40,000		1	1	2				1
$ 39,000			1	2				
38,000			2	1		1		
37,000								
36,000			1	1			1	
35,000								
$ 34,000					1			
33,000		3						
32,000		1						
31,000		1	1					
30,000								
$ 29,000		2						
28,000								
27,000		1	1					
26,000								
25,000				1				
$ 24,000			1					
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	10	21	33	26	15	7	20
90%		44,500	61,600	82,800	76,900	76,800		109,000
75%		34,750	51,000	64,000	67,750	65,000		70,000
Median - 50%		32,500	42,000	50,000	60,000	55,000		67,500
25%		29,000	38,000	44,000	49,000	47,000		52,750
10%		27,200	27,800	38,400	41,700	41,600		46,400
Mean		33,200	43,810	55,061	60,962	56,667		69,550
S.D.		5,432	10,916	18,727	17,338	12,390		21,446
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

5. DIRECT HUMAN SERVICES

In a departure from previous years, this section describes the salaries of all respondents whose positions may be described as direct human services regardless of specialty area (e.g., clinical, counseling, school, health psychology). Further, salaries of respondents at the doctoral level are reported only for licensed respondents. There are 3,964 doctoral-level respondents and 364 master's-level respondents in this category, comprising the largest percentage of respondents to the survey (43%). Salary data for the doctoral-level individuals are presented in Figure 5. Salary data for master's-level respondents may be found in Section 11.

The majority of doctoral-level respondents are in the following three fields: clinical (77%); counseling (13%); and school (6%). Respondents at the doctoral level are found in many different settings but are most often in individual independent practice (42%). Other human service settings include group psychological practice (10%), community mental health centers (5%), Veterans Administration hospitals (5%), public mental hospitals (5%), university counseling centers (3%), medical or psychological group practices (4%), elementary or secondary schools (3%), private mental hospitals (2%), and school system district offices (2%). In summary, over half of the doctoral respondents are in individual or group practice settings, 12% are in educational settings, 15% are in hospital settings, and 6% are in other settings.

Salaries in certain employment settings included in Table 5 may be paid on a 9-10-month basis rather than on an 11-12-month basis as reported here. Conversion of 11-12-month salaries to 9-10-month salaries may be accomplished by multiplying the statistics reported in Table 5 by 9/11.

For direct human services, the median 11-12-month salary is $47,000 for licensed doctoral-level respondents providing direct human services.

FIGURE 5

DIRECT HUMAN SERVICES (LICENSED ONLY) -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more		2	4	13	11	3	4	5
$100,000 to $149,000		4	28	64	44	24	14	13
$ 90,000 to $ 99,000		2	12	22	15	11	8	9
$ 80,000 to $ 89,000	1	2	26	43	38	16	5	9
$ 70,000 to $ 79,000		5	51	60	45	20	13	20
$ 60,000 to $ 69,000		9	60	110	60	31	24	17
$ 59,000			4	2	2	2	3	2
58,000		2	2	4	1	6		
57,000			2	4	5	2	2	3
56,000			4	8	2	3		
55,000		4	16	22	15	9	4	2
$ 54,000		2	5	4	3	2		1
53,000			4	4	6	3	3	
52,000		1	10	9	5	1	3	1
51,000			2	4	7			4
50,000	1	12	34	50	29	24	19	11
$ 49,000		1	5	8	16	6	5	4
48,000		1	13	17	11	2	8	1
47,000		1	7	11	12	1	2	1
46,000		1	6	23	12	2	2	1
45,000		14	32	45	18	6	6	4
$ 44,000		4	7	15	7	5	1	2
43,000		7	22	22	10	7	5	4
42,000		5	27	47	13	11	3	6
41,000		1	8	10	6	3		
40,000	2	20	54	46	21	11	8	6
$ 39,000		6	19	15	7	4	1	2
38,000		7	16	12	8	1	1	
37,000	2	8	17	24	10	3	1	1
36,000	1	7	26	18	15	3	4	
35,000	1	14	33	27	19	8	5	5
$ 34,000	2	9	11	12	4	1		
33,000	1	16	20	13	10	3	1	
32,000	2	16	22	19	8	3	2	
31,000	4	12	12	4	8		1	3
30,000		27	36	22	11	4	5	3
$ 29,000	1	11	13	9	5	3		1
28,000		12	15	8	2	4	2	
27,000	6	19	9	4	5	1		
26,000	2	9	11	3	1	1	1	
25,000	2	12	11	10	2	2		1
$ 24,000	1	6	5	5	1	3	2	
23,000		1	4	4	2		1	
22,000		3	2	2		2		1
21,000	1	1	2	3				
20,000		2	5	3	3	3		1
$ 19,000				2		1		
18,000		4	1	2				2
17,000		2		1	1	1		
16,000		2	1	2	1	2		
15,000	1			3	1			
$ 14,000			1		1			1
13,000								
12,000		1					1	
11,000			1					
10,000	1		2					
N	33	309	745	865	539	264	170	139
90%	40,000	54,000	76,400	91,400	100,000	100,000	100,000	100,000
75%	35,500	42,000	58,000	65,000	73,333	72,000	70,000	76,000
Median - 50%	31,000	33,000	42,000	47,000	50,000	52,278	50,000	59,000
25%	26,500	29,000	34,000	39,000	40,000	41,000	42,944	43,000
10%	22,200	25,000	29,000	31,911	33,000	30,000	35,000	35,000
Mean	31,795	38,357	48,658	55,787	59,643	59,424	60,114	63,832
S.D.	12,139	19,642	22,747	27,729	31,068	28,645	27,932	29,583
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 5

DIRECT HUMAN SERVICES (LICENSED ONLY)
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
UNIVERSITY COUNSELING CENTER							
	5-9 YEARS	29,000	26,000	33,000	30,770	5,454	27
	10-14 YEARS	33,611	31,472	37,000	34,173	5,282	18
	15-19 YEARS	41,000	35,000	46,889	41,733	7,707	15
ELEMENTARY/SECONDARY SCHOOL							
	5-9 YEARS	42,778	36,000	51,333	43,357	9,372	19
	10-14 YEARS	45,222	40,639	50,083	45,328	5,694	20
	15-19 YEARS	47,056	43,083	53,778	48,765	7,634	18
SCHOOL SYSTEM DISTRICT OFFICE							
	10-14 YEARS	42,000	38,556	47,944	42,289	7,249	13
	15-19 YEARS	46,000	41,556	48,889	45,370	5,767	11
OTHER EDUCATIONAL SETTING							
	10-14 YEARS	38,500	33,750	43,389	38,833	6,114	10
PUBLIC GENERAL HOSPITAL							
	5-9 YEARS	36,000	32,000	40,000	37,467	7,873	15
PRIVATE GENERAL HOSPITAL							
	2-4 YEARS	32,500	30,750	38,500	34,722	7,111	18
	5-9 YEARS	37,000	33,000	44,000	39,034	7,580	29
	10-14 YEARS	45,000	32,000	53,000	44,667	14,064	15
PUBLIC MENTAL HOSPITAL							
	2-4 YEARS	32,000	27,500	36,500	33,118	6,163	17
	5-9 YEARS	37,500	35,000	42,000	37,684	6,191	38
	10-14 YEARS	40,500	36,750	42,000	39,636	3,608	22
	15-19 YEARS	39,000	35,500	43,500	40,000	7,374	17
PRIVATE MENTAL HOSPITAL							
	2-4 YEARS	32,000	31,000	36,000	32,727	3,165	11
	5-9 YEARS	40,000	36,000	45,000	41,316	9,713	19
	10-14 YEARS	40,500	37,000	44,750	46,417	23,666	12
VA HOSPITAL							
	2-4 YEARS	38,500	32,250	40,000	36,833	3,713	12
	5-9 YEARS	42,500	40,000	43,000	43,864	8,114	22
	10-14 YEARS	45,500	43,000	46,000	45,325	6,478	40
	15-19 YEARS	47,000	45,500	49,000	46,920	2,272	25

CONTINUED

TABLE 5 (CONTINUED)

DIRECT HUMAN SERVICES (LICENSED ONLY)
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
INDIVIDUAL PRACTICE							
	2-4 YEARS	45,000	40,000	56,250	49,420	21,745	50
	5-9 YEARS	55,000	40,000	73,000	59,255	27,932	243
	10-14 YEARS	58,500	42,000	80,000	64,062	31,982	382
	15-19 YEARS	65,000	45,000	85,000	71,042	37,780	237
	20-24 YEARS	58,000	41,000	80,000	62,873	28,346	137
	25-29 YEARS	57,000	45,000	80,000	63,959	32,178	82
	30 YEARS +	70,000	42,000	91,000	71,402	37,736	89
GROUP PSYCHOLOGICAL PRACTICE							
	2-4 YEARS	42,000	30,500	50,000	45,200	20,251	25
	5-9 YEARS	52,000	42,250	71,500	60,092	26,819	76
	10-14 YEARS	60,000	42,000	79,000	63,717	31,046	106
	15-19 YEARS	57,000	50,000	75,000	64,462	25,973	52
	20-24 YEARS	61,500	40,000	78,750	60,250	26,903	20
MEDICAL/PSYCHOLOGICAL PRACTICE							
	2-4 YEARS	44,000	31,000	52,500	44,462	14,175	13
	5-9 YEARS	55,000	45,000	75,000	58,121	16,909	33
	10-14 YEARS	60,000	46,500	83,000	66,545	29,723	33
	15-19 YEARS	70,000	51,500	87,000	71,500	22,184	14
OUTPATIENT CLINIC							
	5-9 YEARS	34,000	29,000	42,000	37,273	12,697	11
	10-14 YEARS	42,000	35,500	62,000	47,615	14,460	13
	15-19 YEARS	40,500	36,750	57,500	50,300	22,201	10
COMMUNITY MENTAL HEALTH CENTER/CLINIC							
	2-4 YEARS	30,000	28,000	32,000	30,605	5,029	27
	5-9 YEARS	32,000	30,000	38,000	33,231	6,179	39
	10-14 YEARS	37,000	33,000	40,000	38,212	7,660	33
	15-19 YEARS	36,000	31,000	42,500	36,690	7,261	29
HEALTH MAINTENANCE ORGANIZATION							
	5-9 YEARS	46,000	37,000	48,000	42,978	8,373	15
SPECIAL HEALTH SERVICES							
	2-4 YEARS	34,000	28,000	39,000	33,818	6,676	11
	5-9 YEARS	38,000	34,500	42,500	38,588	6,947	17
	10-14 YEARS	41,000	35,750	43,500	41,100	12,897	10

6. ADMINISTRATION OF HUMAN SERVICES

This section presents salary information for positions described as administration of human services, i.e., positions that involve managing a human services program. Although these individuals may be directly involved in the delivery of services, their primary responsibility is the administration of such activities, including the supervision of human services personnel. There were 986 doctoral-level respondents reporting this type of position, and their salaries are shown in Figure 6.

Over two-thirds of the doctoral-level respondents (69%) reported clinical psychology as their current major field; counseling psychology was reported by another 13%. Other major fields that were reported were community psychology (4%), and school psychology (3%). Four percent of the respondents indicated other fields in psychology (e.g, medical psychology), and another 2% mentioned fields other than psychology.

For the most part, these individuals are employed in organized human service settings such as hospitals, clinics, and schools. For doctoral-level respondents, the largest percentage are in community mental health centers (20%), followed by public mental hospitals (12%), Veterans Administration hospitals (9%), special health services settings (8%), university counseling centers (7%), private general hospitals (6%), private mental hospitals (5%), outpatient clinics (4%), and the criminal justice system (4%).

For administration of human services, the median 11-12-month salary is $45,000 for doctoral-level respondents.

FIGURE 6

ADMINISTRATION OF HUMAN SERVICES -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more			1	1		1		
$100,000 to $149,000				1	1	1	2	1
$ 90,000 to $ 99,000			1		4	1		2
$ 80,000 to $ 89,000			2	1	2	3	1	1
$ 70,000 to $ 79,000			3	4	8	3	3	2
$ 60,000 to $ 69,000		2	9	7	11	11	11	9
$ 59,000			1	2	1	3		2
58,000		1			1	1		
57,000				1		1	1	1
56,000			1	1	5	2	2	
55,000	1		4	3	4	2	4	2
$ 54,000				5	3	1	2	
53,000			2	4	3	1	1	
52,000			4	8	8	4	5	2
51,000		2	3	8	5	1	3	
50,000		2	6	8	9	7	3	6
$ 49,000				3	1			
48,000		2	5	6	9	6		1
47,000			6	5	10	1	1	3
46,000			4	9	5	4		3
45,000			10	13	6	2	5	1
$ 44,000			2	6	1	3	2	1
43,000		1	10	11	4	4	2	
42,000			13	15	9	4	2	
41,000	1	1	7	6	7	1	1	1
40,000		5	10	21	7	1	6	
$ 39,000		2	8	13	2			
38,000			5	14	4	1		
37,000		1	6	3	2	2		
36,000		2	15	8	3	3	1	
35,000		1	9	7	6			
$ 34,000		5	8	5		2		
33,000	1	2	5	1	3			
32,000		2	7	7				
31,000		1	4	3	1			
30,000		2	5	5	2	1	2	
$ 29,000		2	2	1		1		
28,000			1	1	2	1		
27,000			5	1				
26,000			1		1			
25,000			2	1				
$ 24,000		1						
23,000		1	1	1	1			
22,000						1		
21,000		1						
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								)
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	3	39	188	220	151	81	60	38
90%		51,000	58,100	54,000	69,600	70,000	69,700	68,100
75%		43,000	47,000	49,000	54,000	59,500	60,000	64,500
Median - 50%		36,000	40,500	42,000	47,000	50,000	52,000	55,000
25%		32,000	35,000	38,000	41,000	43,000	44,000	47,750
10%		29,000	31,000	34,000	35,000	36,000	40,000	45,900
Mean		38,564	42,752	44,421	49,784	53,469	53,822	59,135
S.D.		9,936	13,592	12,258	13,876	21,647	15,276	15,559

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 6

ADMINISTRATION OF HUMAN SERVICES
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
UNIVERSITY COUNSELING CENTER							
	5-9 YEARS	37,000	27,000	42,000	36,525	8,049	11
	10-14 YEARS	39,000	35,000	40,500	39,000	4,151	11
	15-19 YEARS	46,000	40,000	49,500	44,425	7,050	17
	20-24 YEARS	48,000	36,500	54,500	46,308	11,339	13
PRIVATE GENERAL HOSPITAL							
	5-9 YEARS	44,500	36,750	51,000	46,375	12,743	16
	10-14 YEARS	41,000	39,500	44,500	42,200	4,185	10
	15-19 YEARS	47,000	38,750	50,750	46,400	8,631	10
PUBLIC MENTAL HOSPITAL							
	5- 9 YEARS	40,500	36,250	45,750	40,679	5,709	28
	10-14 YEARS	41,000	38,000	43,500	41,760	6,641	25
	15-19 YEARS	46,000	42,000	55,700	50,214	11,885	14
	20-24 YEARS	48,000	44,000	54,000	49,182	8,784	13
	25-29 YEARS	45,000	40,000	55,000	48,818	9,724	12
PRIVATE MENTAL HOSPITAL							
	5-9 YEARS	47,000	38,000	55,000	48,200	12,491	15
	10-14 YEARS	51,000	43,000	55,000	61,273	39,807	11
VA HOSPITAL							
	5-9 YEARS	41,500	39,250	43,750	43,000	7,286	12
	10-14 YEARS	51,000	45,500	59,444	53,727	10,832	21
	15-19 YEARS	55,000	50,000	62,000	57,182	9,642	11
	20-24 YEARS	50,000	49,000	57,250	51,600	4,719	10
OUTPATIENT CLINC							
	5-9 YEARS	37,000	31,750	45,250	42,800	19,361	10
	10-14 YEARS	40,000	38,000	45,000	39,545	7,502	11
COMMUNITY MENTAL HEALTH CENTER/CLINIC							
	2-4 YEARS	37,500	29,750	44,250	36,700	8,820	10
	5-9 YEARS	35,000	31,250	41,500	37,219	9,266	32
	10-14 YEARS	40,000	35,500	45,500	40,396	6,517	53
	15-19 YEARS	46,000	36,000	51,700	45,806	10,161	36
	20-24 YEARS	46,500	38,500	61,500	49,500	12,944	12

CONTINUED

TABLE 6 (CONTINUED)

ADMINISTRATION OF HUMAN SERVICES
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
SPECIAL HEALTH SERVICES							
	5-9 YEARS	40,000	35,000	45,750	41,857	9,289	14
	10-14 YEARS	43,000	40,000	53,000	45,467	9,508	15
	15-19 YEARS	41,000	35,250	46,500	41,700	8,957	10
CRIMINAL JUSTICE SYSTEM							
	5-9 YEARS	38,000	35,250	45,750	39,330	5,805	12
	10-14 YEARS	42,000	36,000	50,000	42,154	9,651	13

7. APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY)

This section describes the salaries of those respondents whose positions may be described as applied psychology (e.g., personnel selection or assessment, systems or equipment design, and organizational consultation, analysis, or training) and whose current major field is industrial-organizational psychology. Salaries for 242 doctoral-level respondents are described in Figure 7.

For doctoral-level respondents, approximately two fifths are employed in consulting firms, and another 35% are employed in business or industry. Eleven percent are self-employed, and 3% work for government research organizations or labs. Other employment settings include federal government agencies, state government agencies, and private research organizations or labs.

For applied psychology positions (industrial-organizational psychology), the median 11-12-month salary for doctoral-level respondents is $60,000.

FIGURE 7

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL) -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more				1	3	3	1	1
$100,000 to $149,000		1	3	3	3	2	2	5
$ 90,000 to $ 99,000				1	2			
$ 80,000 to $ 89,000			4			2	1	2
$ 70,000 to $ 79,000			3	7	4	2		3
$ 60,000 to $ 69,000		1	10	12	7	1	3	3
$ 59,000			1	1				1
58,000					1			
57,000			2					
56,000								
55,000			1	1			1	
$ 54,000					1			
53,000			1		1			
52,000			1	2	1			
51,000			1	1				
50,000		2	2	5	2			1
$ 49,000			3					
48,000		2	1					
47,000				1	1			
46,000								1
45,000		3	3	1				
$ 44,000			1	1	1			
43,000			3		1			
42,000		1	2					
41,000			1					
40,000		3	3					1
$ 39,000		1		1				
38,000								
37,000		1						
36,000				2				
35,000								
$ 34,000				2				
33,000				1				
32,000								
31,000								
30,000				1				
$ 29,000								
28,000		1						
27,000								
26,000								
25,000				1				
$ 24,000					1	1		
23,000		1						
22,000								
21,000								
20,000			1		1			
$ 19,000								
18,000		1						
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	18	47	45	30	11	8	18
90%		71,500	85,200	98,200	157,000	236,000		146,000
75%		48,500	67,000	70,000	96,000	150,000		126,750
Median - 50%		43,500	55,000	60,000	65,000	86,000		76,500
25%		38,500	45,000	48,500	51,500	70,000		63,500
10%		22,500	40,800	34,000	43,100	32,600		45,400
Mean		46,278	59,340	61,622	75,667	111,848		89,722
S.D.		23,452	20,720	24,686	38,145	63,070		41,292
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 7

APPLIED PSYCHOLOGY (INDUSTRIAL-ORGANIZATIONAL)
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
CONSULTING FIRM							
	5-9 YEARS	58,500	47,250	77,500	62,722	22,875	18
	10-14 YEARS	63,000	50,000	66,000	63,067	30,333	15
	15-19 YEARS	65,000	47,750	93,750	74,875	39,734	16
	30 YEARS +	80,000	65,000	134,000	101,900	47,134	10
BUSINESS/INDUSTRY							
	5-9 YEARS	54,500	43,750	64,250	55,167	11,991	18
	10-14 YEARS	60,000	51,750	72,250	64,167	16,589	18

8. APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY)

Described in this section are salaries for individuals whose positions may be described as applied psychology and whose current major field is a field other than industrial-organizational psychology. These individuals also are typically involved in organizational consultation, marketing research, systems/equipment design, and other applied psychology activities. There were 105 doctoral-level respondents in these positions, and their salaries are presented in Figure 8.

The subfields most frequently reported for doctoral-level respondents include engineering psychology (29%), clinical psychology (20%), counseling psychology (8%), and psychometrics (8%). Fields other than psychology were reported by 9% of doctoral-level respondents. Most of the respondents are employed in business or industry (30%) or consulting firms (20%). Others are self-employed (10%) or are located in a private research organization or lab (7%), federal government agency (7%), or other non-profit organization (7%).

For applied psychology positions (other psychology), the median 11-12-month salary is $50,000 for doctoral-level respondents.

FIGURE 8

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more				1	1			1
$100,000 to $149,000				1	1	1		2
$ 90,000 to $ 99,000				2	1			
$ 80,000 to $ 89,000						1	1	
$ 70,000 to $ 79,000					1	1	1	
$ 60,000 to $ 69,000		1	1	3	1		1	4
$ 59,000								
58,000			1					
57,000		1		1	2	1		
56,000					1			
55,000								
$ 54,000			1					
53,000				2				
52,000			3					
51,000		1						
50,000			1	4		1	1	
$ 49,000			1	1				
48,000								
47,000			2					
46,000								
45,000		1	1		1			
$ 44,000			1					
43,000								
42,000		1		2	1			
41,000			2	1				
40,000		2			1			1
$ 39,000								
38,000								
37,000				1	1			
36,000								
35,000			1	1			1	
$ 34,000				1				
33,000		1			2			
32,000	1		1	1				
31,000								
30,000								
$ 29,000								
28,000								
27,000								
26,000								1
25,000							1	
$ 24,000				1				
23,000								
22,000								
21,000		1						
20,000								
$ 19,000								
18,000							1	
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	1	9	16	23	14	5	7	9
90%			60,100	109,600	138,000			
75%			52,000	60,000	78,750			
Median - 50%			48,000	50,000	56,500			
25%			41,750	41,000	39,250			
10%			36,100	32,800	33,000			
Mean			47,750	59,000	64,357			
S.D.			8,274	32,708	37,529			

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

9. ADMINISTRATION OF APPLIED PSYCHOLOGY

Administration of applied psychology includes the management of an organization or program in applied psychology, such as a firm specializing in industrial-organizational psychology or market research. The primary responsibility of individuals in these positions is the administration of such programs, including the supervision of personnel. There were 150 doctoral-level respondents who reported administration of applied psychology as their primary position. Figure 9.A reports salary information on these respondents.

Doctoral-level psychologists in these positions most often reported industrial-organizational psychology as their major subfield (49%). Clinical psychology was reported as a major subfield by 18% of the doctoral-level respondents, counseling psychology by 5%, and psychometrics by 4%.

Over half the doctoral-level psychologists reported that they were either in consulting firms (26%) or business or industry (26%). Additional employment settings include other non-profit organizations (7%), federal government agencies (6%), private general hospitals (4%), and private research organizations or laboratories (4%). Finally, school system district offices, public mental hospitals, group psychological practices, self-employment, and the criminal justice system also were mentioned as employment settings by doctoral-level psychologists in the administration of applied psychology.

For administration of applied psychology, the median 11-12-month salary is $62,000 for doctoral-level respondents.

FIGURE 9

ADMINISTRATION OF APPLIED PSYCHOLOGY -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more			1	2	1	2		4
$100,000 to $149,000			1	1		2		2
$ 90,000 to $ 99,000				2	3			1
$ 80,000 to $ 89,000				2	1	1	1	1
$ 70,000 to $ 79,000				4	5	2	5	1
$ 60,000 to $ 69,000		1	2	4	2	4		2
$ 59,000					2			
58,000					1			
57,000								
56,000								
55,000					1	1	1	
$ 54,000				1	1			1
53,000					1			1
52,000					1			
51,000				1	1			
50,000			1	2	1			1
$ 49,000				1	1			
48,000				1	1	1		
47,000					1			
46,000								
45,000			1	1	1			
$ 44,000		1						
43,000			2	1			1	
42,000					1			
41,000				3				
40,000			1	2				
$ 39,000				1				
38,000								
37,000								1
36,000				1				
35,000			2	2				
$ 34,000								
33,000			2					
32,000								
31,000								
30,000				1				
$ 29,000			1					
28,000		1		1				
27,000								
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000						1		
12,000								
11,000								
10,000								
N	0	0	14	34	26	14	8	15
90%			187,500	103,000	95,000	168,000		315,000
75%			60,500	72,750	72,750	136,250		200,000
Median - 50%			43,000	50,500	59,000	68,000		81,000
25%			34,500	40,750	50,750	60,250		54,000
10%			31,000	35,000	44,400	30,500		44,400
Mean			63,071	63,882	70,423	86,857		123,200
S.D.			63,651	38,343	39,794	47,536		92,538

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

TABLE 9

ADMINISTRATION OF APPLIED PSYCHOLOGY
DOCTORAL-LEVEL, 11-12-MONTH SALARIES FOR SELECTED SETTINGS

EMPLOYMENT SETTING	WORK EXPERIENCE	MEDIAN	Q1	Q3	MEAN	S.D.	N
CONSULTING							
	10-14 YEARS	70,000	42,750	78,750	64,667	22,386	12

10. OTHER ADMINISTRATIVE POSITIONS

Other administrative positions involve management responsibilities in a business, government or non-profit organization that cannot be described as the direct administration of educational, research, human services, or other applied psychology activities. This type of position may be related to psychology, such as the administration of a government program for the funding of research, management of a program concerned with psychological issues in a non-profit association, and personnel administration. There were 157 doctoral-level respondents in these types of positions, and their salaries are reported in Figure 10.A.

Doctoral-level respondents most often reported that their major field was one outside of psychology (33%). Industrial-organizational psychology (15%) and clinical psychology (14%) were the second and third most frequently reported subfields followed by community psychology, social psychology and counseling psychology. Employment settings also vary, with the setting most frequently reported being business or industry (25%). Doctoral-level respondents reported that they also are located in federal government agencies (19%), other non-profit organizations (8%), state government agencies (8%), with smaller percentages located in the criminal justice system, public mental hospitals, consulting firms, and the military services.

For other administrative positions, the median 11-12-month salary for doctoral-level respondents is $57,500.

FIGURE 10

OTHER ADMINISTRATIVE POSITIONS -- DOCTORAL LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more				1		3	2	1
$100,000 to $149,000						1	1	
$ 90,000 to $ 99,000					2		1	1
$ 80,000 to $ 89,000					3	1	1	2
$ 70,000 to $ 79,000			1	1	3	5	3	4
$ 60,000 to $ 69,000			2	3	7	4	4	2
$ 59,000				1			1	
58,000					1			
57,000					1			
56,000			1		4			
55,000					1	1		
$ 54,000				1	1			
53,000				1	1			
52,000					1			
51,000								1
50,000		1	1	3	2		2	
$ 49,000								
48,000				1			1	
47,000					1			
46,000			1	2				
45,000			2	1	2		1	
$ 44,000				1				
43,000								
42,000		1			1			
41,000				3		1		
40,000					1	1	1	
$ 39,000		1		1				
38,000								
37,000			1					
36,000				2				1
35,000				1				
$ 34,000								
33,000			1					1
32,000								
31,000				1				
30,000					1			
$ 29,000								
28,000								
27,000		1				1		
26,000								
25,000			1					
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000				2				
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		5	11	26	33	18	18	13
90%			72,000	68,000	83,800	202,500	207,000	132,400
75%			60,000	55,250	68,000	90,000	84,000	86,000
Median - 50%			46,000	46,000	57,000	71,000	68,500	70,000
25%			37,000	38,250	51,000	59,750	50,000	58,000
10%			26,600	27,100	43,200	38,700	44,500	34,800
Mean			48,164	52,615	60,152	91,056	86,093	74,462
S.D.			14,073	37,488	14,805	68,439	58,887	31,305
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

11. MASTER'S-LEVEL RESPONDENTS

This section contains salary information broken out by positions for master's-level respondents. Overall median salaries and salaries by years of experience are presented when there are sufficient numbers of respondents ($N \geq 10$).

Faculty Positions

The most frequently reported subfields at the master's level are clinical (18%); general (15%); counseling (12%); school (12%); and educational (12%).

More than half of the 28 master's-level faculty are employed in two-year colleges (53%). An additional 12% work in university psychology departments, 9% in four-year psychology departments, and 9% in elementary or secondary school settings. The median 9-10-month salary is $30,000 for master's-level faculty.

Educational Administration

The current major subfield for master's-level respondents in these types of positions is educational psychology ($N=5$). Counseling psychology, school psychology, and other fields not in psychology also were listed.

A majority of the master's-level respondents are in one of two settings, either a two-year college or a school system district office (31% each). A variety of other educational settings (e.g., vocational and special education units) employ the remaining master's-level respondents. Salary data for specific settings by years of work experience are not reported for these individuals because of the small number of respondents. The median 11-12-month salary for master's-level respondents is $48,000 ($N=11$).

Research Positions

Equal numbers of master's-level respondents are in experimental psychology, psychometrics, and other fields in psychology (19% each). Industrial-organizational psychology was listed by 14% of respondents at the master's level.

Master's-level respondents (N=21) are found primarily in government research organizations or labs (24%), business or industry settings (14%), private research organizations or labs (9%), and medical schools (9%). The small number of master's-level respondents precludes presentation of salary data for selected employment settings. The median 11-12-month salary for master's-level respondents is $35,000.

Administration of Research

Master's-level respondents (N=18) listed as major fields industrial-organizational psychology (36%) and other fields in psychology (18%).

Additional fields were developmental psychology and engineering psychology. Twenty-seven percent of master's-level respondents chose fields other than psychology. The major employment settings of master's-level psychologists are government or private research organizations or labs. Other settings include: university research centers, school system district offices, business and industry, criminal justice system, and other non-profit organizations. The small number of master's-level respondents who provided salary information precludes computation of an overall median salary.

Direct Human Services

As with the doctoral-level respondents, salaries of master's-level respondents in the fields of clinical psychology, counseling psychology, school psychology, and other psychology have been combined to comprise a group of master's-level psychologists offering direct human services. Because there were no significant salary disparities between licensed and unlicensed respondents, salaries for both are reported in the table. There were 364 master's-level respondents in this category.

Forty-seven percent of the master's-level respondents listed clinical psychology as their field, 27% listed school psychology, 15% listed counseling psychology. Other field in psychology was reported by 5%.

Independent private practice was reported by 16% of master's-level respondents, elementary or secondary school settings by 11%, and school system district offices by 10%. This distribution in educational settings reflects the higher proportion of master's-level psychologists as opposed to doctoral-level psychologists who listed school psychology as their primary field. Other employment settings reported by master's-level respondents were community mental health centers (10%), criminal justice systems (6%), special health services (5%), group psychological practice (5%), other educational settings (5%), and public mental hospitals (5%).

The overall median 11-12-month salary for master's-level psychologists in direct human services is $35,000.

Administration of Human Services

At the master's level, the most frequently reported subfield is clinical psychology (38%), followed by community psychology (14%), counseling psychology (13%), and other fields in psychology (9%). Fields other than psychology was chosen by ten percent of the master's-level respondents.

For master's-level respondents, 28% are employed in community mental health centers or clinics, followed by specialized health services (17%), public mental hospitals (9%), school system district offices (6%), state government agencies (6%), and the criminal justice system (5%). The median 11-12-month salary for the 90 master's-level respondents in this type of position is $39,500.

Applied Psychology Positions (Industrial-Organizational Psychology)

Most master's-level respondents whose primary field is industrial-organizational psychology are employed in business or industry (43%) or a consulting firm (33%), with smaller percentages being self-employed or working in state and local government, agencies, private research organizations or labs, and elementary or secondary schools.

The median salary for the 42 master's-level respondents in applied psychology positions is $42,000.

Applied Psychology Positions (Other Psychology)

Although the number of respondents was quite small, general characteristics of employment in these positions include working in the field of engineering psychology (50%), being self-employed (30%), or working in business or industry (20%).

The number of master's-level respondents is too low to permit computation of summary statistics (N<10).

Administration of Applied Psychology

Half of the master's-level respondents in these positions reported industrial-organizational psychology as their major subfield. Other fields were engineering (21%) and counseling psychology (8%). The major employment setting for master's-level respondents is business or industry. The median salary for master's-level respondents is $47,500.

Other Administrative Positions

Master's-level respondents most often reported that they were in fields other than psychology (46%). The second most frequent field reported was industrial-organizational (27%). Respondents at the master's level were most likely to report being employed in business or industry (37%). The criminal justice system at 13% was the second most common employment setting and federal government agencies were third at 10%. Master's-level respondents also reported state government agencies, other non-profit organizations, and public mental hospitals as employment settings. The median salary for the 37 master's-level respondents in other administrative positions is $48,000.

Other Types of Positions

There were 13 master's-level respondents who reported that their positions could not reasonably be assigned to one of the previously described categories. Respondents were most likely to report their field as not in psychology (62%). Almost a third of the respondents were located in elementary or secondary schools. Other settings mentioned by respondents were the criminal justice system, other university settings, community mental health clinics, business or industry, and local government agencies.

The number of master's-level respondents providing salary information is too low to allow computation of a median salary (N<10)

FIGURE 11.A

FACULTY POSITIONS -- MASTER'S LEVEL

9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank
$100,000 or more					
$ 90,000 to $ 99,000					
$ 80,000 to $ 89,000					
$ 70,000 to $ 79,000					
$ 60,000 to $ 69,000					
$ 59,000					
58,000					
57,000					
56,000					
55,000					
$ 54,000					
53,000					
52,000					
51,000					
50,000					1
$ 49,000					
48,000					
47,000					
46,000					
45,000					
$ 44,000					
43,000					
42,000					
41,000					
40,000	1	1	1	1	
$ 39,000					
38,000					
37,000					
36,000		1			
35,000					
$ 34,000					
33,000	1	1		1	
32,000	1	1	1		
31,000					
30,000		2			1
$ 29,000			1		
28,000				1	
27,000		3		1	
26,000			1		
25,000					
$ 24,000					
23,000					
22,000					1
21,000			1	1	
20,000				1	
$ 19,000					
18,000				1	
17,000					
16,000				1	
15,000					
$ 14,000					
13,000					
12,000					
11,000					
10,000					
N	3	9	5	8	3
90%					
75%					
Median - 50%					
25%					
10%					
Mean					
S.D.					

9-10 Month Salary	Full professor	Associate professor	Assistant professor	Lecturer/ Instructor	Other Rank

Academic Rank

FIGURE 11.B

EDUCATIONAL ADMINISTRATION -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more								
$100,000 to $149,000								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								
$ 60,000 to $ 69,000								1
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000						1		
53,000						1		
52,000								
51,000							1	
50,000							1	
$ 49,000								
48,000						1	1	
47,000						1		
46,000								
45,000								
$ 44,000								
43,000					1			
42,000				1		1		
41,000								
40,000								
$ 39,000								
38,000								
37,000								
36,000								
35,000								
$ 34,000								
33,000								
32,000								
31,000								
30,000								
$ 29,000								
28,000								
27,000								
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	0	0	1	1	5	3	1
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.C

RESEARCH POSITIONS -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more								
$100,000 to $149,000								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000								
$ 60,000 to $ 69,000					1			
$ 59,000								
58,000								
57,000								
56,000								
55,000								
$ 54,000								
53,000								
52,000								
51,000								
50,000								
$ 49,000							1	
48,000								
47,000								
46,000								
45,000			1					
$ 44,000								
43,000								
42,000			1	1				
41,000								
40,000							1	
$ 39,000								
38,000				1				
37,000								
36,000								
35,000				2				
$ 34,000								
33,000								
32,000								
31,000		1						
30,000								
$ 29,000				1				
28,000								
27,000								
26,000								
25,000		1						
$ 24,000				1				
23,000								
22,000								
21,000			1					
20,000			1					
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	2	4	6	1	0	2	0
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.D

RESEARCH ADMINISTRATION -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more								
$100,000 to $149,000								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000					1	1		
$ 70,000 to $ 79,000								1
$ 60,000 to $ 69,000								
$ 59,000								
58,000							1	
57,000								
56,000								
55,000								
$ 54,000								
53,000								
52,000								
51,000								
50,000								
$ 49,000		1						
48,000								
47,000								
46,000								
45,000								
$ 44,000								
43,000								
42,000			1					
41,000							1	
40,000								
$ 39,000			1					
38,000								
37,000								
36,000								
35,000								
$ 34,000								
33,000								
32,000								
31,000								
30,000				1				
$ 29,000								
28,000								
27,000								
26,000			1					
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	0	3	1	1	0	2	1
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.E

DIRECT HUMAN SERVICES (LICENSED AND NOT LICENSED) — MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more								
$100,000 to $149,000							2	1
$ 90,000 to $ 99,000				1	1	1		
$ 80,000 to $ 89,000				1				
$ 70,000 to $ 79,000			1	1	2	2	1	1
$ 60,000 to $ 69,000		1	1	1	1	1		1
$ 59,000				2	3		1	1
58,000				1				
57,000								1
56,000						1		
55,000				1				
$ 54,000								
53,000				1		1		
52,000								
51,000			1		1	1	1	
50,000				2		4		3
$ 49,000				2	1			1
48,000					1	1		
47,000								1
46,000				1	2	3		1
45,000			1			1	1	
$ 44,000								1
43,000			1	1	3	3		3
42,000			1	3	2	2	1	2
41,000								1
40,000			2	2	1	3		1
$ 39,000			1	1	2	2	1	2
38,000			3	2	2	1		
37,000			1	2	3		2	
36,000			2	2	2	2		
35,000		1	2	3	1	2		2
$ 34,000	1	1			3	2		
33,000			1	3	1	2		
32,000		1	2	3	2			1
31,000			3	1	2	1		
30,000		1	4	4	2	1	1	1
$ 29,000		1	1	2	1			1
28,000			3	1	1	1		2
27,000			4	3	1			
26,000	1		1	1	5			
25,000		2	3	1	3		1	
$ 24,000	1	3	2	1		1		
23,000	1	4	1	1				
22,000		5	2					
21,000	1		1	3				
20,000		1	4	1		1		
$ 19,000		3		2				
18,000		1	2					
17,000		1						
16,000		1		1				
15,000			1		1	1		
$ 14,000								
13,000								
12,000				1		1		
11,000								
10,000		1						
N	5	28	53	59	50	42	12	28
90%		34,100	42,600	59,000	58,667	60,500	100,000	62,850
75%		24,861	36,333	43,000	46,750	50,000	67,167	50,083
Median - 50%		23,000	30,000	35,000	37,000	40,944	43,389	42,889
25%		19,250	24,000	27,000	29,750	34,000	36,667	36,000
10%		16,900	20,000	21,000	26,000	25,200	26,500	28,900
Mean		24,341	31,046	37,379	40,011	42,296	52,843	46,444
S.D.		8,819	10,612	15,337	14,575	14,715	25,182	18,193

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.F

ADMINISTRATION OF HUMAN SERVICES -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more								
$100,000 to $149,000								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000							1	
$ 70,000 to $ 79,000								1
$ 60,000 to $ 69,000					1	1		2
$ 59,000				1				
58,000								
57,000								
56,000								
55,000						1		
$ 54,000								
53,000								
52,000				1				
51,000					1	1		
50,000						1		2
$ 49,000								1
48,000								1
47,000				1				
46,000								
45,000					2	1		
$ 44,000								1
43,000		1	1	1				1
42,000				1	1			
41,000								1
40,000			1	6	1			1
$ 39,000				1				
38,000			1	1				
37,000				1	1			
36,000			1	3	1			
35,000				1	1			
$ 34,000				2				
33,000				2	1			
32,000			1			1		
31,000				1			2	
30,000			2					
$ 29,000								
28,000					1			
27,000					1			
26,000				2				
25,000		1					2	
$ 24,000		1			1			
23,000								
22,000								
21,000				1				
20,000			1	1				
$ 19,000					1			
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	3	8	27	14	6	5	11
90%				48,000	56,000			73,800
75%				40,000	45,000			62,000
Median - 50%				37,000	36,500			48,000
25%				33,000	27,750			45,000
10%				25,000	21,500			40,200
Mean				36,955	37,357			51,727
S.D.				8,335	11,188			11,731
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.6

APPLIED PSYCHOLOGY POSITIONS (INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY) -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more								
$100,000 to $149,000						2		1
$ 90,000 to $ 99,000						1	1	
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000			1	1				
$ 60,000 to $ 69,000			1				1	2
$ 59,000							1	
58,000								
57,000					1			
56,000								
55,000								
$ 54,000								
53,000								
52,000								
51,000								
50,000								
$ 49,000							1	
48,000								
47,000		1						
46,000						1		
45,000				1				
$ 44,000								
43,000								
42,000						1	1	
41,000			1					
40,000				1	2	1		
$ 39,000								
38,000				1		1		
37,000			2					
36,000			1					
35,000								
$ 34,000								
33,000		1						
32,000								
31,000								
30,000	1							
$ 29,000		1						
28,000								
27,000								
26,000								
25,000		1	1					
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000							1	
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	1	4	7	4	3	7	6	3
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.8

APPLIED PSYCHOLOGY POSITIONS (OTHER PSYCHOLOGY) -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more								
$100,000 to $149,000								
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000						2		1
$ 60,000 to $ 69,000								
$ 59,000								1
58,000						1		
57,000								
56,000								
55,000								
$ 54,000								
53,000								
52,000								
51,000								
50,000								
$ 49,000								
48,000								
47,000								
46,000							1	1
45,000								
$ 44,000								
43,000								
42,000								
41,000								
40,000								1
$ 39,000								
38,000								
37,000								
36,000			1					
35,000								
$ 34,000								
33,000								
32,000								
31,000								
30,000								
$ 29,000								
28,000								
27,000								
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N	0	0	1	0	0	3	1	4
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.I

ADMINISTRATION OF APPLIED PSYCHOLOGY -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more							1	
$100,000 to $149,000						1		
$ 90,000 to $ 99,000								
$ 80,000 to $ 89,000					2	1		
$ 70,000 to $ 79,000								1
$ 60,000 to $ 69,000							1	
$ 59,000								
58,000								
57,000					1			
56,000								
55,000								1
$ 54,000								
53,000								
52,000								
51,000								
50,000			1					
$ 49,000								
48,000								
47,000								
46,000								
45,000				1				
$ 44,000								
43,000								
42,000								
41,000								
40,000								
$ 39,000								
38,000			1	1				
37,000								
36,000								
35,000								
$ 34,000								
33,000								
32,000								
31,000			1					
30,000					1			
$ 29,000								
28,000			1	1				
27,000								
26,000								
25,000								
$ 24,000								
23,000					1			
22,000					1			
21,000		1						
20,000								
$ 19,000								
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		1	4	3	6	2	2	2
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

FIGURE 11.J

OTHER ADMINISTRATIVE POSITIONS -- MASTER'S LEVEL

11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years
$150,000 or more						1		
$100,000 to $149,000						1		
$ 90,000 to $ 99,000		1					1	
$ 80,000 to $ 89,000								
$ 70,000 to $ 79,000							1	1
$ 60,000 to $ 69,000					3			1
$ 59,000							1	
58,000								
57,000				1				
56,000								
55,000								
$ 54,000						1		
53,000					1			
52,000					1			
51,000								
50,000						1		
$ 49,000								
48,000						1	1	
47,000				2				
46,000								
45,000								1
$ 44,000							1	
43,000								
42,000								
41,000								
40,000								
$ 39,000								
38,000				1				
37,000					2			
36,000								1
35,000			1					1
$ 34,000								
33,000				1		1		
32,000								
31,000					1			1
30,000					1			
$ 29,000								
28,000								
27,000								
26,000								
25,000								
$ 24,000								
23,000								
22,000								
21,000								
20,000								
$ 19,000				1				
18,000								
17,000								
16,000								
15,000								
$ 14,000								
13,000								
12,000								
11,000								
10,000								
N		1	1	6	9	6	5	6
90%								
75%								
Median - 50%								
25%								
10%								
Mean								
S.D.								
11-12 Month Salary	0-1 years	2-4 years	5-9 years	10-14 years	15-19 years	20-24 years	25-29 years	30+ years

Years of Experience

12. SALARIES FOR SELECTED POSITIONS, REGIONS AND CITIES

The previous sections have presented data on the salaries/net incomes of doctoral-level and master's-level respondents who report full-time employment in a variety of positions and settings.

In order to begin to address the questions concerning geographic differences in median salaries and cost of living adjustments to salaries, the 1987 Salary Survey asked for the zipcode of respondents' full-time employment setting. Table 12.A presents median salaries and median years since doctorate for psychologists by positions and by regions in the United States. Ninety-eight percent of the 10,195 respondents were coded into regions based on zipcode. Of the 172 respondents not included in the analyses, 43 have military zipcodes, and 129 did not provide intelligible zipcodes. Numbers are less than the totals for each region because respondents may be missing data on salary, position, employment setting, or zipcode. No information is reported for Ns under ten.

The category of independent practice includes doctoral-level psychologists who are involved in the delivery of direct services in private practice, group psychological practices, or medical psychological group practices. Faculty positions in university settings include doctoral-level faculty who identified their employment settings as psychology departments, education departments, business schools or departments, or other academic units located in universities. For "Faculty in other settings," information is presented on faculty in other academic settings such as research centers and four- and two-year colleges.

The figures in the table permit only general comparisons among regions and positions and cannot validly be applied to an individual salary or setting. This is because the median salaries may be affected by factors such as years of work experience, year of degree, specific employment setting, field, cost of living in specific areas as opposed to the more general region, and gender. To illustrate these types of differences, the median number of years since doctorate has been provided for each category and region. At this time these factors have not been analyzed to see how they affect median salaries for particular positions or regions.

Table 12.B presents information on the median salaries of doctoral-level faculty in university settings, and for doctoral-level psychologists involved in the delivery of direct services in independent practice settings adjusted for the actual cost of living in selected cities. Both actual reported median salary and adjusted salary are reported, as is the size of the group on which the median is based. Cost of Living Index information is from the American Chamber of Commerce Researcher's Association's Inter-City Cost of Living Index for 260 cities from the second quarter of 1987, the time when the survey was mailed to the sample of APA members. This cost of living index measures prices for consumer goods and services for cities which supply this information.

With modifications in the form and the administration of the survey, it will be possible to expand the table to include more cities and larger numbers of respondents. However, we can see how the cost of living in different areas affects the salaries of members in those areas. The larger

the urban area in which a respondent is employed, the higher the cost of living in that area. For instance, faculty in New York City make $31,000 after adjusting for the cost of living, a $14,000 decrease. Faculty in Houston report a lower 9-10-month median salary than faculty in New York City but their cost of living also is lower.

TABLE 12.A

1987 MEDIAN SALARIES AND MEDIAN YEARS SINCE DOCTORAL DEGREE FOR DOCTORAL-LEVEL PSYCHOLOGISTS BY REGION AND POSITION

REGION	POSITION						
	Independent Practice	Direct Services Other Settings	Faculty in Universities	Faculty Other Settings	Educational Administration	Research	Research Administration
New England							
Median Salary:	50,000	38,000	41,000	34,000	50,000	39,500	57,500
Mdn yrs since degree:	11	7	17	15	13	99	14
N:	122	108	99	74	13	18	14
Middle Atlantic							
Median Salary:	67,000	40,333	41,000	35,000	60,000	46,000	60,000
Mdn yrs since degree:	13	8	16	14	13	10	14
N:	249	262	286	174	35	52	27
East North Central							
Median Salary:	60,000	39,000	38,000	32,864	50,500	36,000	50,000
Mdn yrs since degree:	11	8	16	14	18	10	16
N:	217	223	342	130	28	18	13
West North Central							
Median Salary:	55,000	37,444	33,000	32,364	52,000	43,000	*
Mdn yrs since degree:	12	10	14	14	17	9	*
N:	86	94	127	56	11	14	4
South Atlantic							
Median Salary:	55,000	36,333	35,000	35,182	55,000	41,000	55,000
Mdn yrs since degree:	11	7	15	14	14	8	15
N:	287	182	281	155	20	59	33
East South Central							
Median Salary:	55,000	40,000	33,000	36,000	*	*	*
Mdn yrs since degree:	10	11	14	14	*	*	*
N:	66	60	96	29	4	4	3
West South Central							
Median Salary:	60,000	35,000	33,545	32,727	42,000	39,000	50,000
Mdn yrs since degree:	11	7	14	13	18	8	18
N:	137	88	141	51	11	10	13
Mountain							
Median Salary:	52,500	40,000	36,000	32,000	54,000	*	*
Mdn yrs since degree:	10	7	14	14	14	*	*
N:	122	96	92	17	11	2	1
Pacific							
Median Salary:	55,000	42,000	42,000	39,000	50,000	44,000	50,000
Mdn yrs since degree:	12	9	16	16	15	11	12
N:	329	212	228	74	27	47	23

CONTINUED

TABLE 12.A (CONTINUED)

1987 MEDIAN SALARIES AND MEDIAN YEARS SINCE DOCTORAL DEGREE FOR DOCTORAL-LEVEL PSYCHOLOGISTS BY REGION AND POSITION

	POSITION					
REGION	Service Administration	Applied (I/O) Psychology	Applied Other	Administration of Applied	Other Administration	Other Positions
New England						
Median Salary:	47,000	65,000	*	57,500	*	*
Mdn yrs since degree:	11	16	*	12	*	*
N:	91	14	5	10	8	3
Middle Atlantic						
Median Salary:	43,000	66,500	48,000	72,000	65,000	54,000
Mdn yrs since degree:	11	11	9	14	13	15
N:	154	32	26	23	24	12
East North Central						
Median Salary:	45,000	60,000	*	68,000	58,000	47,500
Mdn yrs since degree:	11	11	*	13	16	14
N:	49	44	8	16	14	12
West North Central						
Median Salary:	43,000	71,000	*	*	*	*
Mdn yrs since degree:	11	15	*	*	*	*
N:	49	10	5	7	3	0
South Atlantic						
Median Salary:	43,000	50,000	45,000	56,500	60,000	*
Mdn yrs since degree:	11	7	9	15	18	*
N:	110	30	12	30	47	9
East South Central						
Median Salary:	41,500	*	*	*	*	*
Mdn yrs since degree:	11	*	*	*	*	*
N:	34	2	2	2	4	1
West South Central						
Median Salary:	42,000	*	*	*	*	*
Mdn yrs since degree:	12	*	*	*	*	*
N:	64	9	3	7	6	0
Mountain						
Median Salary:	44,000	*	*	*	*	*
Mdn yrs since degree:	15	*	*	*	*	*
N:	49	8	3	5	3	1
Pacific						
Median Salary:	48,000	65,000	60,000	67,000	50,000	*
Mdn yrs since degree:	12	13	15	12	19	*
N:	89	26	19	11	13	9

Note. All salaries are reported for 11-12-month periods, with the exception of faculty salaries that are for 9-10-months. Converting 9-10-month to 11-12-month periods can be done by multiplying by 11/9.

*Insufficient number of respondents.

TABLE 12.B

1987 MEDIAN SALARIES ADJUSTED FOR COST OF LIVING IN SELECTED METROPOLITAN AREAS

Metropolitan Area	Cost of Living Index	FACULTY			INDEPENDENT PRACTICE		
		Median Salary	Adjusted Salary	N Size	Median Salary	Adjusted Salary	N Size
Atlanta	112.6	37,000	32,900	19	60,000	53,300	19
Boston	153.8	36,500	23,900	28	50,000	32,700	25
Denver/ Boulder	104.1	*	*	*	65,000	62,400	17
Houston	100.2	30,500	30,400	24	60,000	59,900	32
New York City	145.0	45,000	31,000	43	75,000	51,700	57
Philadelphia	121.6	38,500	31,700	18	*	*	*
San Diego	124.4	*	*	*	60,000	48,200	18
Seattle	108.7	34,364	31,600	17	55,000	46,000	17

Note. Salaries for faculty are reported for a 9-10-month period, while those for independent practitioners are reported for an 11-12-month period. Conversion from 9-10-month to 11-12-month periods can be accomplished by multiplying by 11/9; converting from 11-12-month salaries to 9-10-month, multiply by 9/11.

* Insufficient numbers to generate median and adjusted salaries.

References

American Chamber of Commerce Researchers Association (1987). Inter-City cost of living index, second quarter 1987. Indianapolis: American Chamber of Commerce Researchers Association.

Pion, G., Brambiett, J.P., & Wicherski, M. (1987). Preliminary report: 1985 doctorate employment survey. Washington, D.C.: American Psychological Association.

Pion, G., Wicherski, M., & Kohout, J. (1988). 1987-88 Faculty salaries in graduate departments of psychology. Washington, DC: American Psychological Association.

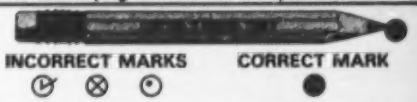
APPENDIX A

AMERICAN PSYCHOLOGICAL ASSOCIATION
1987 SALARY SURVEY

This questionnaire is completely ANONYMOUS. Your name is NOT requested, and there is no identifying number on the questionnaire.

MARKING DIRECTIONS

- **Use only a soft black lead pencil (No. 2 is ideal).**
- **Make heavy black marks that fill the circle.**
- **Erase cleanly any answer you wish to change.**
- **Make no stray markings of any kind.**



1. Present Employment. Are you currently employed full time in a salaried position, self-employment position, or independent practice?

- ○ Yes, I am currently employed full time (i.e., **at least** 35 hours per week) in a **single** salaried position.
- ○ Yes, I am self-employed **at least** 35 hours per week (**not** individual private practice).
- ○ Yes, I am currently employed full time (**at least** 31 hours per week) in independent practice.

→ **(GO TO QUESTION 2)**

- ○ No, I am employed less than 35 hours per week in a **single** position.
- ○ No, I am employed 35 or more hours per week but as a result of two or more part-time positions.
- ○ No, I am retired, unemployed, or a student/postdoctoral fellow.

→ **(STOP HERE AND RETURN THE QUESTIONNAIRE IN THE ENCLOSED ENVELOPE)**

2. Current Major Field. Please indicate your current major field or professional identification. (Mark one only)

- ○ Clinical
- ○ Cognitive
- ○ Community
- ○ Comparative
- ○ Counseling
- ○ Developmental
- ○ Educational
- ○ Engineering
- ○ Experimental
- ○ General
- ○ Industrial/organizational
- ○ Personality
- ○ Physiological
- ○ Psycholinguistics
- ○ Psychometrics
- ○ Psychopharmacology
- ○ Quantitative
- ○ School
- ○ Social
- ○ Systems/History/Methods
- ○ Other, in psychology
- ○ Other, not in psychology

3. Highest Degree. (Mark one only)

- ○ Doctorate (PhD, EdD, PsyD)
- ○ Master's (MA, MS, MEd)
- ○ Other degree

4. Year of Highest Degree. Indicate in boxes the year you received your highest degree. (e.g., 1968 = 68)

19 ← **Write the year in the boxes.**

← **Then, mark the matching circle below each box.**

5. Total Years Work Experience. In general, this will be the number of years since receiving your highest degree. However, there are several exceptions to this general rule. For example:

Since receiving your highest degree, there was a period (one or more years) when you did not work.

OR

You had work experience at a professional level before receiving your highest degree.

OR

Since receiving your highest degree, there has been a major change in your specialty field such that work experience prior to this change is irrelevant to your present employment.

(Mark one only)

- ○ 0, 1 year
- ○ 2–4 years
- ○ 5–9 years
- ○ 10–14 years
- ○ 15–19 years
- ○ 20–24 years
- ○ 25–29 years
- ○ 30 years or more

6. Employment Setting. Using the CODE LIST below, indicate in the boxes the code number for your full time employment setting.

Write the number from the CODE LIST in the boxes. →

Setting Code

Then, mark the matching circle below each box. →

CODE LIST

Educational Institutions and School Systems

University (excluding medical school):
- 01 Psychology department
- 02 Education department
- 03 Business school or department
- 04 Other academic department or unit
- 05 Management or administrative unit
- 06 Student counseling or services center
- 07 Research center or institute
- 09 Other university setting

Four-year college:
- 11 Psychology department
- 12 Education department
- 13 Business school or department
- 14 Other academic department or unit
- 15 Management or administrative unit
- 16 Student counseling or services center
- 17 Research center or institute
- 19 Other four-year college setting

- 21 Two-year college
- 22 Medical school psychiatry department
- 23 Medical school, other than psychiatry department
- 24 Free-standing professional school for health services other than medical (e.g., psychology, nursing, dentistry, psychiatry, etc.)
- 25 Elementary or secondary school
- 26 School system district office
- 29 Other educational setting (e.g., vocational, adult or special education)

Human Service Settings

- 31 Public general hospital
- 32 Private general hospital
- 33 Public mental or psychiatric hospital
- 34 Private mental or psychiatric hospital
- 35 VA Hospital
- 41 Individual private practice
- 42 Group psychological practice
- 43 Medical/psychological group practice
- 44 Outpatient clinic
- 45 Community mental health center or clinic (CMHC)
- 46 Health Maintenance Organization (HMO)
- 47 Counseling and guidance center (not school or college)
- 48 Other human service setting

Other Employment Settings

- 51 Self-employment (other than private practice)
- 52 Consulting firm
- 53 Private research organization or laboratory
- 54 Government research organization or laboratory
- 55 Business or industry (excluding consulting firm or research organization)
- 61 Criminal justice system
- 62 Military service (other than above settings)
- 63 Federal government agency (other than above settings)
- 64 State government agency (other than above settings)
- 65 Local government agency (other than above settings)
- 66 Other non-profit organization
- 69 Other non-educational or non-service setting not listed above

PLEASE TURN PAGE →

7. Type of position. Please select the one category that best describes the type of position you hold in your primary employment setting (as indicated in Question 6). You may be involved in several different types of work activities; however, your employment position can usually be described by **one** of the following categories.

○ **Faculty Position.** Includes teaching and/or research activities appropriate to your academic setting. If you are primarily employed in a faculty position (including being chair of a department), please indicate your academic rank.

○ Full Professor ○ Assistant Professor ○ Other Faculty Position
○ Associate Professor ○ Lecturer/Instructor

○ **Educational Administration.** Includes college or university administrative positions (such as president, provost, dean, etc.) although you may also have a faculty appointment. Does **not** include department chair. Also includes superintendent of school district or other administrative position related to education.

○ **Research.** Includes basic or applied research in any field. Includes non-faculty research positions, work in laboratory or research institute in government or private setting.

○ **Administration of Research.** Includes the management or administration of a research organization or program. Although you may be directly involved in research design, data collection and so forth, your primary responsibility is the administration of research activities, including the supervision of research personnel.

○ **Direct Human Services.** Includes direct clinical services, counseling or guidance, school psychological services, consultation, assessment.

○ **Administration of Human Services.** Includes the management or administration of a program of human services. Although you may be directly involved in the delivery of human services, your primary responsibility is the administration of human service activities, including the supervision of human service personnel.

○ **Other Applied Psychology.** Includes the practice of industrial/organizational psychology; personnel selection or assessment; systems or equipment design; organizational consultation, analysis or training.

○ **Administration of Applied Psychology.** Includes the management or administration of an applied psychology organization or program, such as the management of a consulting firm specializing in industrial/organizational psychology. Although you may be directly involved in applied psychology activities, your primary responsibility is the administration of the program, including the supervision of personnel.

○ **Other Administrative Position.** Includes management or administration in a business, government setting, or non-profit organization that **cannot** be described as the **direct** administration of educational, research, human service or applied psychology activities. Often this type of position is related to psychology such as the administration of a government program to fund psychological research. Includes policy or program development or review, personnel administration, budgeting.

○ **Other Types of Position.** Includes any type of position that cannot be reasonably assigned to the above categories (e.g., sales, publishing, secondary school teacher).

8. Full Time Salary or Net Income (9–10-month or 11–12-month). If you hold a full time salaried position, please indicate in thousands of dollars the **current** amount of salary from this position (e.g., the salary for academic year 1986–87 or fiscal year 1987). If you are employed full time in a self-employment position or independent practice, indicate in thousands of dollars your **net income** (i.e., your total income after deducting office expenses) for the previous 12 months.

Write the salary or net income in the boxes (e.g., $27,000 = 027) and mark the matching circle below each box. Please be sure to indicate if your salary or income is for a 9–10-month (e.g., academic year) or 11–12-month period.

Full time Salary/Net Income (Thousands of dollars)

Write in boxes total annual income in thousands of dollars. → $,000.00

Then, mark the matching circle below each box.

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

Indicate the period for this salary. (Mark one only)
○ 9–10 months
○ 11–12 months

9. Are you licensed or certified under law by a state board of psychological examiners to engage in the independent practice of psychology in the state in which you now work?

○ Yes
○ No

10. ZIP code of Employment Setting. Indicate the ZIP code of your full time employment setting.

ZIP code

Write the ZIP code here. →

Then, mark the matching circle below each box. →

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

11. What is your sex?

○ Male
○ Female

Thank you very much for your cooperation. **Return this completed form in the enclosed postage-paid envelope to:**

1987 APA Salary Survey
c/o National Computer Systems
1101 30th St. N.W.
Suite 500
Washington, DC 20007

RETURN AS SOON AS POSSIBLE.

If you would like a copy of the results of this survey, please print your name and address on the back of the return envelope **(NOT on this questionnaire).** We will see that you get it.

APPENDIX B

APPENDIX B
States Comprising Geographic Regions in the United States

NEW ENGLAND:	Connecticut
	Maine
	Massachusetts
	New Hampshire
	Rhode Island
	Vermont
MIDDLE ATLANTIC:	New Jersey
	New York
	Pennsylvania
EAST NORTH CENTRAL:	Illinois
	Indiana
	Michigan
	Ohio
	Wisconsin
WEST NORTH CENTRAL:	Iowa
	Kansas
	Minnesota
	Missouri
	Nebraska
	North Dakota
	South Dakota
SOUTH ATLANTIC:	Delaware
	District of Columbia
	Florida
	Georgia
	Maryland
	North Carolina
	South Carolina
	Virginia
	West Virginia
EAST SOUTH CENTRAL:	Alabama
	Kentucky
	Mississippi
	Tennessee
WEST SOUTH CENTRAL:	Arkansas
	Louisiana
	Oklahoma
	Texas

MOUNTAIN:	Arizona
	Colorado
	Idaho
	Montana
	Nevada
	New Mexico
	Utah
	Wyoming
PACIFIC:	Alaska
	California
	Hawaii
	Oregon
	Washington

APPENDIX C

APPENDIX C

DEMOGRAPHIC CHARACTERISTICS OF 1987 RESPONDENTS
AND MEMBERSHIP OF 1985 DIRECTORY SURVEY

Characteristic	Respondents (N=10,195) %	1985 Membership (N=60,106) %
Current major field		
Clinical	48.4	38.1
Counseling	10.7	8.5
School	5.2	4.4
Industrial-organizational	6.4	5.1
Developmental	3.6	3.5
Educational	3.6	3.2
Social	3.6	3.2
Experimental, comparative, and physiological	3.4	3.8
Other, in psychology	11.2	15.5
Other, not in psychology	3.6	3.9
Not specified	0.3	11.8
Highest degree earned		
Doctorate	93.3	79.2
Masters	6.6	11.1
Other and not specified	0.0	9.6
Years since highest degree		
Less than 5	13.1	11.1
5 - 9	23.9	21.9
10 - 14	22.4	20.0
15 - 19	16.5	13.3
20 - 24	11.9	7.9
25 years or more	10.6	16.5
Not specified	1.6	9.2
Licensed or certified	66.0	58.3
Sex		
Male	65.7	66.2
Female	26.5	33.8
Region		
New England	7.6	8.3
Middle Atlantic	19.1	22.2
East North Central	16.5	14.3
West North Central	6.3	5.7
South Atlantic	16.6	14.8
East South Central	3.9	3.2
West South Central	7.4	6.4
Mountain	5.6	4.9
Pacific	15.2	16.6

Source: 1985 APA Directory Survey

American Psychological Association
1200 Seventeenth Street, N.W.
Washington, D.C. 20036